



Wasleys Primary Anti Bullying Policy



At Wasleys Primary School (WPS) all members of the school community has the right to feel safe and supported therefore we take bullying seriously. This Policy explains what bullying is, how it can be reported and how to address it.

At Wasleys Primary School we believe that:

- Bullying is an abuse of power
- Bullying is not simply about difference. It often occurs because of people's inability to accept and value difference
- Bullying includes racist or sexual harassment or any other form of discriminatory behaviour
- Bullying is everyone's concern

National Definition of Bullying

Bullying is repeated verbal, physical or social behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Cyber bullying refers to bullying through information and communication technologies.

Conflicts or fights between equals and single incidents are not regarded as bullying.

Bullying in any form or for any reason can have long term effects on those involved, including bystanders.

Examples of bullying are:

- Physical: hitting, pushing, touching, grabbing, looks, stares, facial expressions, gestures, spitting, taking or damaging property.
- Verbal or written: spoken or written insults, threats, suggestive comments, name calling, unfair criticism, spreading rumours.
- Cyber: using e-mail, voice and text messaging, social networking sites, photographic and video images
- Graffiti: using pictures, tags or words
- Social: forming groups to leave out, ignore and disrespect; influencing, encouraging or organising someone else to be involved in any type of bullying or harassment.

Harassment

Harassment is behaviour that targets an individual or group due to their identity, race, culture, religion, physical characteristics; gender, age and /or ability or disability, and that offends, humiliates, intimidates or creates a hostile environment. Harassment may be an ongoing pattern of behaviour or it may be a single act.

What can you do about bullying and harassment?

If you are being bullied or harassed or you know someone who is being bullied, please report it.

Who to report it to at school

Tell a teacher or the principal.

Tell your parents or caregivers too.

How to report

Tell the trusted adult where the bullying happened, how often it had happened and what you have done to try to stop it.

When to report

Report bullying to a trusted adult as soon as it happens. Do not ignore it. When bullying is ignored it may get worse.

Always tell an adult when the behaviour is illegal, ongoing or you don't feel safe.

What we will do about incidents of bullying

- We will listen and talk to the person who has been bullied and the person who has bullied others using restorative processes.
- Consequences will be put in place for the person who has been bullying others. This may include take homes, suspensions, exclusions.

What we will do to reduce bullying

If an incident of bullying happens at Wasleys Primary School we use **prevention, intervention** and **post intervention** strategies.

Prevention strategies include:

- using the Child Protection Curriculum
- using anti bullying and bystander programs
- cyber safety curriculum
- teaching students about violence prevention, conflict resolution, anger management and problem solving.
- Using whole school grievance procedure processes
- teaching for and about diversity.
- providing professional learning for staff
- using restorative processes

Intervention strategies may include:

- counselling students.
- talking with parents or caregivers
- police action
- individual behaviour plans
- teaching students to be effective bystanders and upstanders.
- ensuring that all staff know how to address bullying effectively and respectfully.

Post-intervention strategies:

- monitoring the situation between the students to ensure that their safety and wellbeing are maintained.
- talking with parents or caregivers about strategies.
- Regularly reviewing and evaluating yard procedures, behaviour code and policies.

If you would like further information about bullying or you would like to know anything else about our school, please contact us.

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